

2-0185

149

11-00

AGREEMENT

Between

Mercer County Board of Chosen Treeholders
THE COUNTY OF MERCER

And

LOCAL NUMBER 1409 OF THE
AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES,
AFL-CIO

Effective: January 1, 1988
Expiration: December 31, 1990

CONTENTS

Preamble

1. Recognition
 2. Management Rights
 3. Union Security
 4. Work Schedules
 5. Overtime
 6. Pay Scales or Rates of Pay
 7. Shift Pay
 8. Call-in Time
 9. Insurance and Retirement Benefits
 10. Paid Leaves of Absence
 - 10.1 Bereavement Days
 - 10.2 Union Business Days
 - 10.3 Occupational injury Leave
 - 10.4 Sick Leave
 - 10.5 Personal leave
 - 10.6 Jury Duty
 11. Absence Without Leave
 12. Non-Paid Leaves of Absence
 13. Child Care/Maternity Leave
 14. Seniority
 15. Holidays
 16. Grievance Procedure
 17. Discipline/Discharge
 18. Safety and Health
 19. Equal Treatment
 20. Work Rules
 21. Annual Vacation Leave
 22. Longevity
 23. Classifications and Job Descriptions
 24. Strikes and Lockouts
 25. Work Uniforms
 26. General Provisions
 27. Separability and Savings
 28. Termination
- Appendixes

PREAMBLE

WHEREAS, the County of Mercer has voluntarily endorsed the practices and procedures of collective bargaining as a fair and orderly way of conducting its relations with its employees, insofar as such practices and procedures are appropriate to the functions and obligations of the County to retain the right to effectively operate in a responsible and efficient manner and are consonant with the paramount interests of the County and its citizens; and

WHEREAS, the parties recognize that this Agreement is not intended to modify any of the discretionary authority vested in the County by the statutes of the State of New Jersey; and

WHEREAS, it is the intention of this Agreement to provide, where not otherwise mandated by statute or ordinance, for the salary structure, fringe benefits, and employment conditions of employees covered by this Agreement, to prevent interruptions of work and interference with the efficient operations of the County and to provide an orderly and prompt method for handling and processing grievances;

This Agreement, dated Nov. 10, 1988 between the County of Mercer, a body politic of the State of New Jersey, hereinafter referred to as the "Employer", and Local Number 1409 of the American Federation of State, County, and Municipal Employees, AFL-CIO, hereinafter referred to as the "Union"; and

WHEREAS, the employer and the Union entered into an Agreement on _____, which Agreement was approved by the Mercer County Board of Chosen Freeholders.

NOW, THEREFORE, the parties agree with each other as follows:

1. RECOGNITION

1.1 The employer recognizes the Union as the sole and/or exclusive bargaining agent for the purpose of establishing salaries, wages, hours, and other conditions of employment for all of its employees in the classifications listed under Appendix A hereto, and by reference made a part of this Agreement, and for such additional classification as the parties may later agree to include.

2.

MANAGEMENT RIGHTS

2.1 The Employer retains and may exercise all rights, powers, duties, authority, and responsibilities conferred upon and vested in it by the laws and Constitution of the State of New Jersey. Except as specifically abridged, limited, or modified by the terms of this Agreement between the Employer and the Union, all such rights, powers, authority, prerogatives of management and responsibility to promulgate and enforce reasonable and necessary rules and regulation governing the conduct and the activities of the employees are exclusively retained by the Employer.

3.

UNION SECURITY

3.1 Upon the receipt of a lawfully executed written authorization from an employee, the Employer agrees to deduct the regular monthly union dues of such an employee from his pay and remit such deduction by the tenth day of the succeeding month to the official designated by the Union in writing to receive such deductions. The Union will notify the Employer in writing of the exact amount of such regular membership dues to be deducted. Such deductions shall be made in compliance with "Title 52 of the Revised Statutes" as amended. The Authorization shall remain in effect unless terminated by the employee who must give written notice of such cancellation (notice of withdrawal) to the Employer and the Union. Such termination of dues deductions shall take place as of the January 1st or July 1st next succeeding the date on which written notice of withdrawal is filed by an employee with the Employer and the Union.

3.2 Dues deduction for any employee covered by the terms and conditions of this Agreement shall be limited to AFSCME Local Number 1409.

3.3 Any employee in the bargaining unit on the effective date of this Agreement who does not join the Union within thirty (30) days thereafter, any new employee who does not join within thirty (30) days of initial employment within the unit, any employee previously employed within the unit who does not join within ten (10) days of reentry into employment within the unit, or any temporary employee who does not join within the date of satisfactory completion of the probationary period or the completion of a three (3) month period following the beginning of employment, whichever is sooner, shall as a condition of employment, whichever is sooner, shall as a condition of employment, pay a representation fee to the Union by automatic payroll deduction.

The representation fee shall be in an amount equal to 85 percent of the regular Union membership dues, fees, and assessments as certified by the Union to the Employer.

the Union's entitlement to the representation fee shall continue beyond the termination date of this Agreement so long as the Union remains the majority representative of the employees in the unit, provided that no modification is made in this provision by a successor agreement between the Union and the Employer.

The determination of the appropriate representation fees, those employees covered, payroll deduction provision, challenges to fair share fee assessments, time for fair share payments and all other questions relating to the Agency Shop law and its proper interpretation shall be made in accordance with Public law 1979, Chapter 477, and N.J.S.A. 34:13A5.4, et.al.

3.4 The Union agrees to indemnify and hold the Employer harmless against any and all claims, suits, orders of judgments brought or issued against the Employer as a result of any action by the Employer under the provisions of this Article.

4. WORK SCHEDULES

4.1 The regular work shifts will be determined by the Employer on January 1 of each year. The Employer reserves the right to adjust work schedules upon reasonable notice to the employee. Vacation days will not be arbitrarily used in the work schedules to make them feasible.

4.2 Where more than one (1) work shift per day within a given classification is in effect, employees with such classification will be given preference of shifts in accordance with their seniority. Such preferences will be exercised only when vacancies occur or when, for other reasons, changes in the number of employees per shift are being made.

4.3 Where vacancy occurs in accordance with the paragraph above or where there is a permanent change in the number of employees per shift, said vacancy must be posted within 48 hours so that all permanent employees are made aware of same and a senior employee desiring to exercise his/her preference of shift over a less senior employee shall do so within a fifteen (15) day period after posting.

4.4 Employees shall not have their shifts changed or the starting time of their shifts adjusted unless they have been

given a minimum of 24 hours advance notice by the Superintendent of the Youth House.

4.5 The daily work shift for all employees covered by the terms of this agreement shall be for a period of eight (8) hours and 10 minutes.

5. OVERTIME

5.1 Time and one-half the employee's regular rate of pay shall be paid for work under any of the following conditions, but compensation shall not be paid twice for the same hours:

a. All work performed in excess of the regularly scheduled forty (40) hours in any work week to include authorized days off with pay.

b. All work performed on days scheduled as non-working days on the work schedule referred to in this article.

c. All work performed on a holiday plus the regular day's pay.

5.2 Double time the employee's regular rate of pay shall be paid for any work in excess of sixteen (16) hours in any twenty-four (24) hour period.

5.3 Employees working overtime in the capacity of Senior Juvenile Detention Officer shall have their overtime rate of pay computed on accordance with the following:

a. Time and one-half their regular hourly rate of pay plus the upgrade, if the time and one-half rate does not exceed the hourly rate of pay for a Senior Juvenile Detention Officer.

b. Time and one-half the hourly rate of pay for a Senior Juvenile Detention Officer, if the Officer's regular time and one-half rate of pay exceeds the regular hourly rate of pay for a Senior Juvenile Detention Officer.

5.4 Overtime opportunities will be distributed as equally as possible among employees in the same job classification. It is understood that nothing in this clause shall require payment for overtime hours not worked.

5.5 The Employer will provide meals for employees working overtime through a regularly scheduled meal time with the stipulation that the employee has worked four (4) hours overtime,

or if the employee is called in on an emergency basis before his/her starting time and works through the regular breakfast meal.

5.6 Employees covered by the provisions of this Agreement may receive compensatory time off in lieu of monies earned or overtime.

6. PAY SCALES OR RATES OF PAY

6.1 The 1988-1990 salary range for all employees covered by this Agreement shall be as set forth in Appendix A attached.

6.2 During the term of this Agreement, this salary range will not be changed unless by mutual consent of the Employer and the Union.

6.3 All employees in the unit shall have their annual base salaries increased during calendar year 1988 in accordance with the following schedule:

- a. Employees hired in calendar year 1983 through 1988 shall receive \$16,000 per year effective January 1, 1988.
- b. Employees hired prior to calendar year 1983 shall receive a five (5) percent across the board salary increase effective January 1, 1988.

6.4 All employees in the unit shall have their annual base salaries adjusted during calendar year 1989 in accordance with the following schedule effective January 1, 1989:

| <u>Year Hired</u> | <u>New Annual Salary</u> |
|---|--------------------------|
| Employees hired in calendar year 1987-89 | \$16,700 |
| Employees hired in calendar year 1986 | \$17,450 |
| Employees hired in calendar year 1985 | \$17,700 |
| Employees hired in calendar year 1983-84 | \$17,950 |
| Employees hired prior to calendar year 1983 | \$22,700 |

6.5 All employees in the unit shall receive a five (5) percent base salary increase effective January 1, 1990. Employees hired on or after January 1, 1990 shall earn an annual base salary equal to the minimum of the 1990 salary range set forth in Appendix A.

6.6 An employee who performs work in a higher pay classification other than his/her own for at least four (4) hours in any work day shall receive the higher rate of pay for such work for the time it is performed, and his/her salary shall be adjusted to the Senior Juvenile Detention Officer rate of pay and in no instance would an employee receive less than his/her present salary.

6.7 Those employees in this unit who receive a promotion to a higher classification shall go to the Senior Juvenile Detention Officer rate of pay. The anniversary date for such employees shall not change.

7.

SHIFT PAY

7.1 Employees working on shifts of which the majority of working hours fall between 4:00 p.m. and 12:00 midnight shall receive in addition to their regular pay an additional twenty-five (25) cents per hour for all hours worked on that shift in calendar years 1988 and 1989. Shift pay will increase to thirty (30) cents per hour for all hours worked on that shift in calendar year 1990.

7.2 Employees working on shifts of which the majority of working hours fall between 12:00 midnight and 8:00 a.m. shall receive in addition to their regular pay an additional thirty (30) cents per hour for all hours worked on that shift in calendar years 1988 and 1989. Shift pay will increase to thirty-five (35) cents per hour for all hours worked on that shift in calendar year 1990.

7.3 If an employee working either of the shifts referred to in the paragraph above is entitled to premium pay, shift pay shall be paid in addition to said premium.

8.

CALL-IN TIME

8.1 Any employee who is requested and returns to work during periods other than his/her regularly scheduled shift shall be paid time-and-one-half for such work and is guaranteed not less than four (4) hours pay at the overtime rate, provided, however, if the employee elects to leave upon completion of the work assignment and such assignment requires two (2) hours or less, said employee will be paid a minimum of two (2) hours at the overtime rate.

If the assignment exceeds two (2) hours, the employee shall be entitled to the guaranteed four (4) hours pay at the overtime rate.

8.2 In the event that an employee's call-in time work assignment and his/her regular shift overlap, said employee shall be paid in the following manner:

a. If the employee's call-in time work assignment commences more than two (2) hours prior to the start of his/her normal shift, said employee shall be paid time and one-half for all hours worked prior to the start of his/her normal shift. Effective as of the starting time of his/her normal shift, said employee shall then be paid at his/her normal straight time rate of pay.

b. If the employee's call-in time work assignment commences less than two (2) hours prior to the start of his/her normal shift, said employee shall be paid at the rate of time and one-half for the first two hours worked and for the balance of this employee's regular shift, he/she shall be paid at their normal straight time rate of pay.

9. INSURANCE AND RETIREMENT BENEFITS

9.1 The County agrees to provide eligible employees and their eligible dependents with Hospitalization, Medical and Major Medical Insurance through the New Jersey State Health Benefits Program or to provided equivalent or better health benefits coverage through a self-insurance program or independent insurance carrier. The premium costs for said programs shall be fully paid by the County except that in the election of the Health Maintenance Organization Medigroup Program, an eligible employee shall continue to be required to pay through payroll deductions, the difference in cost, if any, between standard Hospital Medical Coverage and HMO coverage.

9.2 The County agrees to provide Hospital Medical insurance to eligible retired employees in accordance with the provisions of Chapter 88, Public Law of 1974. Said insurance will continue under any self-insurance program or independent carrier the County may choose.

9.3 The county agrees to provide retirement benefits to eligible employees in accordance with the provisions of the New Jersey Public Employees' Retirement System.

9.4 The County agrees to provide a Prescription Drug Program to eligible employees and their eligible dependents; the premium costs for said program to be paid by the County. Further, for the purpose of this Program, eligible employees shall be defined as all full-time permanent employees only. The schedule for co-payment and co-payment generic will be as follows:

| | |
|--------------------|--|
| Calendar year 1988 | \$3.00 co-payment and \$1.00 co-payment generic |
| Calendar year 1989 | \$3.50 co-payment and \$1.00 co-payment generic |
| Calendar year 1990 | \$4.00 co-payment and \$1.00 co-payment generic |

9.5 The County agrees to provide for the payment of accumulated unused sick leave at the time of retirement of an eligible County employee in accordance with the provisions established by Resolution Number 86-580 adopted December 9, 1986.

9.6 The county agrees to provide a Dental Insurance Program to eligible employees and their dependents; the premium costs for said program to be paid by the County. (Further, for the purposes of this Program, eligible newly hired employees shall be defined as all full-time permanent employees only.)

10. PAID LEAVES OF ABSENCE

10.1 Bereavement Days - In the event of the death of a member of the immediate family of any employee covered by this Agreement, the immediate family being mother, father, sister, brother, spouse, child, mother-in-law, father-in-law, or any other relative living in the household of the employee, said employee shall be excused for a period beginning with the day of death or the day after the date of death to one (1) day after the funeral but in no instance for more than five (5) consecutive days. In the event of the death of a grandparent or grandchild not living in the household of the employee, said employee shall be excused for the day of the funeral only. The employee will be paid his/her regular hourly rate for any such days of excused absence which occur during his/her normal work week, but in no event more than eight (8) hour pay for any one day.

10.2 Union Business Days - An employee who is duly authorized in writing to be a representative of the Union shall be granted a leave of absence with pay for the time necessary to conduct Union business or attend conventions. The Union shall be authorized an aggregate of no more than twenty (20) days in any calendar year for the above purpose, provided a request for such days is made in writing and authorization granted by the County Administrator or his/her designee. The Union President or his/her designee shall be allowed such time off as is necessary to conduct intra-county Union business, provided that prior approval is requested and authorization granted by the employee's Division Director; such authorization shall not be unreasonably denied.

10.3 Occupational Injury Leave - Any employee who is disabled because of occupational injury or illness shall be covered by the provisions of the New Jersey Workers' Compensation Law from the day after the date of injury or illness and shall be eligible for a leave of absence for the entire period of disability.

Employees on an authorized leave of absence shall be paid temporary workers' compensation benefits for the period of their disability in accordance with the eligibility criteria established by the New Jersey Workers' Compensation Law. Said employees shall also receive sick and vacation leave credits during the period of their disability. Personal leave credits shall not accrue during this period of disability.

Employees returning from authorized leave of absence as set forth above shall be restored to their original job classification and shift, at the then appropriate rate of pay, with no loss of seniority or other employee rights and privileges.

The County shall be entitled to renegotiate with the Unit any changes in the County's Occupational Injury Leave Program. In the event the parties are unable to reach agreement on changes, the issue shall be resolved through mediation and, if necessary fact finding.

10.4 Sick Leave - All full-time permanent, full-time temporary or full-time provisional employees shall be entitled to sick leave with pay.

a. Sick leave may be utilized by employees when they are unable to perform their work by reason of personal illness, maternity, accident, or exposure to contagious disease. Sick leave may also be utilized for short period for the attendance by the employee upon a member of the immediate family who is seriously ill. Sick leave may then be taken in one-half day units.

b. The minimum sick leave with pay shall accrue to any full-time permanent employee on the basis of one working day per month during the remainder of the first calendar year of employment after initial appointment and fifteen (15) days to be credited effective January 1 of each succeeding year.

c. The minimum sick leave with pay shall accrue to any full-time temporary, full-time provisional, or full-time JTPA employee at the rate of one working day per month as earned.

d. Any amount of sick leave allowance not used in any calendar year shall accumulate to the employee's credit from year to year to be used if and when needed for such purpose.

e. An employee shall not be reimbursed for accrued sick leave at the time of termination of his/her employment excepting as provided under Article entitled, "Insurance and Retirement Benefits".

f. If an employee is absent for reasons that entitle him/her to sick leave, the employee's supervisor shall be notified promptly as of the employee's usual reporting time, except in those situations where notice must be made prior to the employee's starting time in compliance with specific department regulations.

(1) Failure to so notify his/her supervisor shall be cause for denial of the use of sick leave for that absence.

(2) Absence without proper notice for five (5) consecutive days shall constitute a resignation not in good standing.

g. (1) The Employer may require proof of illness of an employee on sick leave, whenever such requirements appear reasonable. Abuse of sick leave shall be cause for disciplinary action.

(2) In case of leave of absence due to exposure to contagious disease, a certificate from the Department of Health shall be required.

(3) The Employer may require an employee who has been absent because of personal illness, as a condition of his/her return to duty, to be examined by the County Medical Examiner or by a physician designated by the Medical Examiner. Such examination shall establish whether the employee is capable of performing his/her normal duties without limitations and that his/her return will not jeopardize the health of other employees.

h. Part-time temporary, part-time provisional, seasonal, or hourly paid employees shall not be entitled to sick leave.

i. Sick leave credits shall continue to accrue while an employee is on leave with pay. Credits shall not accrue while an employee is on any leave without pay except active military leave.

10.5 Personal Leave - All permanent employees covered by this Agreement shall be entitled to three (3) days per year leave of absence with pay for personal business which may be taken in one-half day units. Said leave shall not be taken unless 48 hours notice thereof has been given to the employee's supervisor. In the event that 48 hours notice cannot be given, said leave may be taken only upon authorization of said supervisor. The Employer reserves the right to deny requests for personal days as conditions warrant, but authorization shall not be unreasonably withheld. Personal days shall not be taken in conjunction with vacation leave and shall not accrue during the period of time that an employee is on an authorized leave of absence for a work related injury or illness.

10.6 Jury Duty - All employees covered by the terms of this Agreement shall be granted a leave of absence with pay when required to serve on jury duty. Employees granted this leave of absence shall be required to return or reimburse the Employer for any jury fees or compensation received by them for serving on jury duty.

In the event that an employee is released from jury duty prior to the end of his/her work shift, said employee shall be required to report to work for the remainder of his/her shift.

For the purposes of this Article, any employee who is called upon to serve jury duty shall have his/her work schedule adjusted, if necessary, to place him/her on the normal (daytime) shift for the period of time he/she is required to serve jury duty.

11. ABSENCE WITHOUT LEAVE

11.1 Any unauthorized absence of an employee from duty shall be an absence without leave and is cause for disciplinary action.

11.2 Leave granted for a particular reason and used for a purpose other than that for which such leave has been granted, shall be unauthorized absence and may be cause for disciplinary action.

12.

NON-PAID LEAVES OF ABSENCE

12.1 A permanent employee shall be entitled to a leave of absence without pay to accept a permanent appointment with another governmental agency in New Jersey for a period not to exceed four (4) months.

12.2 The Employer will grant leaves of absence to two (2) employees, not more than one from any division, to accept full-time Union employment. Sixty (60) days notice in writing shall be given to the Employer by any employee requesting such leave.

12.3 All other leaves of absence without pay shall be at the discretion of the Employer.

12.4 Employees returning from authorized leaves of absence as set forth in the paragraph(s) above will be restored to their original classifications and salaries which they were earning at the time leave was granted. Said employees will suffer no loss of seniority or their employee rights, privileges, or benefits, provided, however, that sick leave, vacation leave and longevity credits shall not accrue except for those on military leave.

13.

CHILD CARE/MATERNITY LEAVE

13.1 A permanent female employee covered by the terms of this Agreement shall be entitled to a leave of absence without pay for maternity purposes.

Said leave shall be granted for a three month period upon written certification of the employee's physician that she is unable to work due to her pregnancy and/or childbirth and may be extended for additional three month periods. This certification is subject to approval by the County Physician.

Further, all employees shall be required to be examined by the County Physician and certified by him/her as fit to return to work prior to their return to work.

13.2 Notwithstanding the provisions of Article 10.4 (Sick Leave With Pay) and Article 13.1 (Maternity Leave Without Pay), a permanent female employee covered by the terms of this Agreement shall be entitled to a leave of absence without pay for child care purposes for a period of one year. Said leave shall commence effective upon the date of birth of the employee's child and under no circumstances shall it be extended beyond this one year period.

14.

SENIORITY

14.1 Seniority for all purposes under this Agreement shall be calculated from the date that an employee became permanently appointed by Civil Service. Seniority shall be calculated in this manner for all purposes under this Agreement.

14.2 The Employer shall maintain an accurate, up-to-date seniority roster showing each employee's date of hire, classification, and pay rate and shall furnish copies of same to the Union upon request.

14.3 The Employer shall promptly advise the appropriate Union representative of any change which necessitate amendments to the seniority list.

15.

HOLIDAYS

15.1 The following days are recognized paid holidays whether or not worked:

| | |
|-------------------------------|------------------------|
| New Year's Day | Labor Day |
| Martin Luther King's Birthday | Columbus Day |
| Lincoln's Birthday | General Election Day |
| Washington's Birthday | Veteran's Day |
| Good Friday | Thanksgiving Day |
| Memorial Day | Day After Thanksgiving |
| Independence Day | Christmas Day |

15.2 For all employees not working a continuous operations schedule, holidays enumerated in the paragraph 15.1 above which fall on a Saturday shall be observed on the preceding Friday; holidays which fall on a Sunday shall be observed on the following Monday; holidays which fall within an employee's vacation period shall not be charged as vacation days.

15.3 For all employees working a continuous operations schedule, holidays enumerated in paragraph 15.1 above which fall on a Saturday or Sunday shall be observed on the Saturday or Sunday. This Saturday or Sunday observance shall be utilized as the date for overtime and holiday pay calculations. Holidays which fall within an employee's vacation period shall not be charged as vacation days.

15.4 In order to be eligible for holiday pay, an employee must be on the active payroll of the Employer and must have worked his/her full regularly scheduled workday before and after the holiday, unless such absence is authorized with pay or ordered.

15.5 When a holiday falls on a regularly scheduled day off, employees shall receive an additional day's pay.

15.6 Part-time temporary, part-time provisional, seasonal, or hourly paid employees shall not be entitled to holiday pay.

16. GRIEVANCE PROCEDURE

16.1 A grievance is defined as:

a. A claimed breach, misinterpretation, or improper application of the terms of this Agreement; or

b. A claimed violation, misinterpretation, or misapplication of rules and regulations, existing policy or orders, applicable to the division or department which employs the grievant affecting the terms and conditions of employment.

A claimed grievance shall be discussed between the employee and a supervisor and, if unresolved after discussion, shall be resolved in the following manner:

Step One: The Union steward or employee, or both, shall take up the grievance with the Superintendent of the Youth House within ten (10) days of its occurrence. It shall be stated in writing and signed by the grievant. No later than five (5) after receipt of grievance, the Superintendent of the Youth House shall meet with the grievant to discuss the grievance.

The Superintendent of the Youth House shall render a decision in writing within five (5) days after the meeting.

Step Two: If the grievance has not been settled to the employee's satisfaction, it shall be presented in writing to the Department Director within five (5) days from receipt of the response from the Superintendent of the Youth House. No later than five (5) days after receipt of grievance, the Department Director shall meet with the grievant to discuss the grievance. The Department Director shall give an answer in writing no later than five (5) days after the meeting.

Step Three: If the grievance has not been settled to the employee's satisfaction, it shall be presented in writing to the County Administrator or his/her designee within five (5) days from receipt of the response from the Department Director. No later than five (5) days after receipt of grievance, the county Administrator or his/her designee shall meet with the grievant to discuss the grievance. The County Administrator or his/her designee shall give an answer in writing no later than five (5) days after the meeting.

Step Four: If the grievance is still unsettled, the Union may, within fifteen (15) days after the reply of the County Administrator or his/her designee is due, by written notice to the County Administrator or his/her designee, shall request the Public Employment Relations Commission to supply the parties with a panel of arbitrator. The arbitrator shall be selected by the parties in accordance with the rules promulgated by the Public Employment Relations Commission. The decision of the arbitrator shall be final and binding on all parties it being expressly understood that such binding arbitration is limited exclusively to disputes involving the application, meaning, or interpretation of the Agreement.

16.2 Expenses for the arbitrator's services and the proceedings shall be borne equally by the Employer and the Union. However, each party shall be responsible for compensating its own representatives and witnesses. If either party desires a verbatim record of the proceedings, it may cause such a record to be made providing it pays for the record.

16.3 The Union will notify the Employer in writing of the names of its employees who are designated by the Union to represent employees under the grievance procedure. An employee so designated by the Union will be permitted to confer with other Union representatives, employees, and employment representatives regarding matters of employee representation, during working hours and without loss of pay provided, however, all said employees shall secure the permission of their immediate superior, which permission shall not be unreasonably withheld.

16.4 Representatives of the Union, who are not employees previously accredited to the Employer in writing by the Union, shall be permitted to come on the premises of the employer for the purpose of investigating and discussing grievances, so long as such right is reasonably exercised and there is no undue interference with work progress, provided, however, they first obtain permission to do so from the employee's department director or his/her designated representative, permission for which shall not be unreasonably withheld.

17. DISCIPLINE/DISCHARGE

17.1 It is expressly understood that the Employer shall have the right to discipline or discharge any employee; however, the Employer agrees that it shall not discipline or discharge any employee covered by the terms of this Agreement without just cause.

17.2 Any employee who is disciplined or discharged shall have the right to appeal this disciplinary action. It is expressly understood that an employee shall only be entitled to one avenue of appeal and further, that these appeals shall be handled in accordance with the following procedure:

- a. A permanent employee against whom disciplinary action has been taken which resulted in a suspension or fine or more than five days at one time; suspensions or fines more than three times or for an aggregate of more than fifteen days in one calendar year; demotion, discharge, or resignation not in good standing shall be required to exercise his/her statutory right of appeal to the Civil Service commission and shall be precluded from having the union move his/her appeal to binding arbitration.
- b. The Union, in behalf of a permanent employee against whom disciplinary action has been taken which does not result in a penalty enumerated in paragraph 17.2 (a) above, shall have the right to appeal this disciplinary action to binding arbitration in accordance with Step IV of the Grievance Procedure.
- c. The Union, in behalf of a provisional or unclassified employee against whom any disciplinary action has been taken, shall have the right to appeal this disciplinary actions to binding arbitration in accordance with Step IV of the Grievance Procedure.

18.

SAFETY AND HEALTH

18.1 The Employer shall at all time maintain safe and healthful working conditions.

18.2 The Employer and the Union shall each designate a safety committee member and two alternates. It shall be the joint responsibility of the members or their alternates to investigate and correct unsafe and unhealthful conditions. The members or their alternates shall meet periodically as necessary to review conditions in general and to make recommendations to either or both parties when appropriate. The safety committee member representing the Union or one of his/her alternates, with the approval of the Employer, shall be permitted reasonable opportunity to visit work locations throughout the Employer's facilities for the purpose of investigating safety and health conditions during working hours with no loss of pay.

19.

EQUAL TREATMENT

19.1 The Employer that agrees that there shall be no discrimination or favoritism for reasons of sex, age, nationality, race, religion, political affiliation, Union membership, or Union activities.

19.2 The Employer and the Union agree not to interfere with the right of employees to become or not to become members of the Union and further that there shall be no discrimination or coercion against any employee because of Union membership or non-membership.

20.

WORK RULES

20.1 The Employer may, after negotiation with the Union, establish reasonable and necessary rules of work and conduct for employees. Such rules shall be equitably applied and enforced and shall be subject to the grievance procedure.

21.

ANNUAL VACATION LEAVE

21.1 All full-time permanent employees shall be entitled to vacation leave based on their years of continuous service. Periods on a leave of absence without pay except military leave shall be deducted from an employee's total continuous service for purposes of determining the earned service credit for vacation leave.

21.2 Annual vacation leave with pay for all full-time permanent employees shall be earned as follows:

a. One (1) working day of vacation for each month of service during the remainder of the calendar year following the date of appointment.

b. After one (1) year and to completion of five (5) years, twelve (12) working days.

c. From beginning of sixth year to completion of tenth year, fifteen (15) working days.

d. From beginning of eleventh year to completion of fifteenth year, twenty (20) working days.

e. After completion of fifteenth year, twenty-five (25) working days.

21.3 Annual vacation leave with pay for all full-time temporary, full-time provisional, and JTPA employees shall be earned at the rate of one (1) day per month.

21.4 The rate of vacation pay shall be the employee's regular straight time rate of pay in effect for the employee's regular job on the payday immediately preceding his/her vacation period.

21.5 An employee who is called back to work while on authorized vacation, shall be paid time and one-half and shall not lose vacation day (s).

22. LONGEVITY

22.1 Every full-time employee, temporary or permanent, classified or unclassified, of the County of Mercer, shall be paid longevity payments on a prorated basis with each salary check during the calendar year, and such longevity payments shall be considered in total with the salary for pension purposes.

Employees having completed five (5) years of continuous service will have added to their gross per annum pay an additional \$300 commencing with the first pay of the first full pay period following said anniversary of hire, and for the completion of each additional five (5) years of service calculated in the same manner using employee anniversary dates, shall have added to their gross per annum pay, an additional \$400.00

Any interruption of service due to a cause beyond the control of the employee, i.e. for military service, injury, or illness, shall be considered as service for the County of Mercer for the purpose of determining the completion of said cumulative period of service with the County of Mercer. Nothing contained in this Article shall be construed to apply to any person whose employment has been terminated for any reason prior to the effective date of the adoption of this contract.

Such additional longevity payments shall be paid notwithstanding the maximum salary provided for such employment.

23. CLASSIFICATIONS AND JOB DESCRIPTIONS

23.1 The classifications for employees covered by this Agreement are attached hereto as Appendix A and by reference are made part of this Agreement.

23.2 If during the term of this Agreement the Employer determines that new job descriptions and/or classifications be established or that changes be made in existing job descriptions and/or classifications, the parties agree that they will consult with a view toward arriving at a mutually acceptable determination, including the rate of pay thereof, prior to such changes being made effective. Should the parties fail to agree, the matter will be referred to the grievance procedure commencing with Step two of this Agreement.

24. STRIKES AND LOCKOUTS

24.1 In addition to any other restriction under the law, the Union and its members will not cause a strike or work stoppage of any kind, nor will any employees take part in a strike, intentionally slow down the rate of work, or in any manner cause interference with or stoppage of the Employer's work.

24.2 The Employer shall follow the grievance procedure for which provision is made herein, and the Employer shall not cause any lockout.

25. WORK UNIFORMS

25.1 The Employer agrees to provide one full set of uniforms to each full-time permanent employee upon commencement of his employment. The uniform issue shall consist of the following:

- a. One (1) all-weather jacket.
- b. Three (3) pairs of pants or skirts
- c. One (1) pair of uniform shoes
- d. Six (6) shirts or blouses
- e. One (1) belt

25.2 Full-time provisional employees shall be provided with an initial uniform issue consisting of three (3) pairs of pants or skirts, three (3) shirts or blouses and one (1) pair of shoes. Upon attainment of permanent Civil Service status, employees shall be provided with the balance of the initial issue as set forth in Article 25.1 above. Provisional employees who terminate their employment under any conditions shall be required to return their uniforms to the Superintendent.

25.3 The Employer agrees to pay each employee the sum \$500.00 annually, which sum shall be used by the employee for the replacement and maintenance of his uniform for calendar year 1988 and 1989. The uniform maintenance allowance will increase to the sum of \$525.00 annually for calendar year 1990. Replacement parts for uniforms shall adhere to specifications established by the Employer. The allowance referred to above shall be earned on a monthly basis, provided the employee works a minimum of one (1) day in any calendar month, and shall be paid semi-annually during June and December.

25.4 New employees, retired employees, deceased employees, or employees on an authorized leave of absence excepting educational leaves of absence or those leaves of absence provided for in the Article entitled "Non-Paid Leaves of Absence" herein, shall be paid a prorated share of the clothing allowance for each month in which the employee works at least one (1) day, payable in either June or December.

25.4 Employees who voluntarily terminate their employment with the County of Mercer, excepting as provided in the paragraph above, or whose employment is terminated for cause, shall not be entitled to payment of the clothing allowance or any prorated portion thereof.

26. GENERAL PROVISIONS

26.1 The employer agrees to make available one locked glass enclosed bulletin board.

Said bulletin board shall be used for posting of the following notices: Union meetings, Union elections, Union election returns, Union appointments to office, and Union recreational or social affairs.

26.2 The personal property of an employee which is damaged, stolen, or lost in the performance of an employee's official duties shall be replaced by the Employer. Said replacement shall be in the form of a monetary settlement or a replacement item(s) taking into account whatever depreciation factors might apply due to the normal wear and tear of the item(s) damaged, stolen, or lost.

Employees who sustain a loss as indicated above shall be required to submit a claim in writing to the Superintendent of the Youth House. Included in this claim shall be a report regarding the circumstances involved in the loss, a description of the item(s), and certification of the original purchase price of the item(s).

27. SEPARABILITY AND SAVINGS

27.1 If any provision of this Agreement is subsequently declared by the proper legislative or judicial authority or court of competent jurisdiction to be unlawful, unenforceable, or not in accordance with applicable statutes, all other provisions of this Agreement shall remain in full force and effect for the duration of this Agreement.

27.2 Upon request of either party, the parties agree to meet and renegotiate any provision so affected.

28. TERMINATION

28.1 Subject to the terms of this Agreement and the grievance procedure, the Employer has the right and responsibility to direct the affairs of the County, including the right to plan, control, and direct the operation of the equipment and work forces, to relieve employees due to lack of work, and to contract for and subcontract out services except that the Employer agrees that there will be no subcontracting of work which can be done by the regular work forces.

28.2 This Agreement shall be effective as of the first day of January 1987 and shall remain in full force and effect until the 31st day of December 1987. It shall be renewed from year to year thereafter unless either party shall be made by certified mail or personal service by October 1st of any succeeding year.

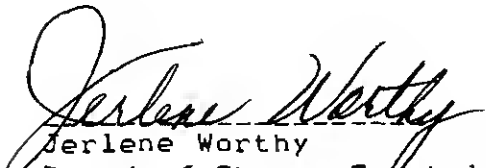
In the event that such notice is given, negotiations shall begin not later than 90 days prior to the anniversary date; this Agreement shall remain in full force and be effective during the period of negotiations and until notice of termination of this Agreement is provided to the other party in the manner set forth in the following paragraph.

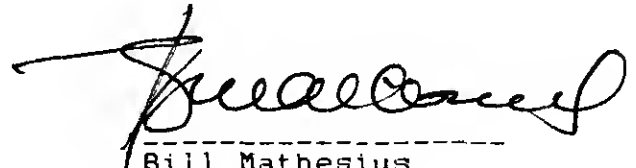
28.3 In the event that either party desires to terminate this Agreement, written notice must be given to the other party not less than ten (10) days prior to the desired termination date which shall not be before the anniversary date set forth in the preceding paragraph.

IN WITNESS WHEREOF, the parties hereto have caused these presents to signed by their proper officers and attested to on the 10th day Nov, 1988

ATTEST:


COUNTY OF MERCER

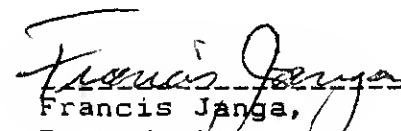

Jerlene Worthy
Board of Chosen Freeholders



Bill Mathesius
County Executive

ATTEST:

AFSCME Local Number 1409


Donald B. Dileo,
Staff Representative


Francis Janga,
President


Witness:
Edward Carmichael

APPENDIX A

JANUARY 1, 1988 Salary Range

Juvenile Detention Officer \$16,200.-22,735

January 1, 1989 Salary Range

Juvenile Detention Officer \$16,700 - 22,735

January 1, 1990 Salary Range

Juvenile Detention Officer \$16,700 - 23,872